

Appendix 16: Summary Equality Analysis supporting budget proposals - 2021-22 to 2025/26

Outlined below is a summary equality analysis which supports budget proposals for 2021/22 and beyond which may have an equality impact for groups with 'protected characteristics'. Findings highlight where a more detailed equality impact analysis (EIA) will be undertaken to accompany development, consideration, and implementation, of proposals. Any service restructures that impact on staff are required to be the subject of an EIA. Proposals should be cross referenced for more information, including levels of saving/investment and indicative timescales.

Theme ref.	1. Revenue proposals – 2021/22	Equality analysis
SW01	Review of Supported Accommodation & Supporting People contracts, to ensure they are targeted, effective and best meet the needs of adults. Developing a better and more agile housing offer to provide clear targeted pathways of support for people living with mental health and learning disabilities.	Full EIA/s required on any changes to service provision that result from the review to assess impact on service users and potential service users - who are vulnerable and span multiple protected characteristics, particularly the elderly, those with physical and learning disabilities, those with mental health issues and the economically deprived or destitute.
SW03	Review and facilitate a reduction in care home placements by gradually increasing support for independent healthy living at home.	Proposals not planned to come into effect until 2024/25 and are intended to provide greater independence and choice for client groups of the mainly elderly, women, those with disabilities and vulnerable clients. Full EIA required as proposals are developed.
SW04	Targeted reviews of low cost home care packages. Ensuring that packages are commensurate with meeting need and, where appropriate, enabling people to become more independent.	Review of low cost home care packages will require a full EIA given potential changes to service provision to provide more appropriate support to vulnerable client group of older people, many with disabilities and a majority who are female.
SW05	Review local and regional learning disability pathways to enable people to move from supported living towards greater independence.	Review of pathway of support for people with learning disabilities to enable greater independence will require a full EIA to assess impact on client group, which can range in age and have higher risk of mental health issues and degenerative conditions.
SW06	A review of the section 75 agreement with Essex	Staffing and potential service impact EIA required for a service

	Partnership University Trust in order to develop a more targeted and efficient offer for people with statutory adult social care needs	providing for a vulnerable client group – where for example men, the economically disadvantaged, mothers, those who are BAME, LGBT and those with learning and other disabilities are at higher risk of having mental health issues and may require support.
SW07	Comprehensive review of the Adult Social Care contributions policy including the rates used to assess contributions, partial disregards on disability benefits and best practice approach to personal allowances.	EIA required to assess potential impact on client groups with multiple needs, where impact may be felt by those with income/savings above Government specified thresholds. Consultation will need to be undertaken with service users, families, providers, advocacy services and voluntary sector.
SW08	Introduce a new strengths based refresh to social care in 2021/22. Based on experience in other areas improvements, better outcomes and cashable savings should start to accrue by 2023/24.	Refresh of promoting a more enabling approach, with the emphasis on prevention and maximising independence, for those in need of social care, including older people, those with long term conditions and those with a learning or sensory disability.
	Investment - Service demand: Adults SW-A: Inflationary Increase for Adult Service Providers-£1.5m SW-B: Older People demographic: £0.48m SW-C: Essential Living Fund (ELF): £0.233m SW-D: Children to Adults Transition (Learning Disability): £0.35m	Additional funding will support the growing demographic pressures from a growing older population, the growing demand for learning disability services and provide more certainty in the ongoing provision of ELF support to those economically disadvantaged or destitute, who are experiencing exceptional pressures.
	Investment - Service demand: Children's SW-E: Leaving Care Support 16+: £0.5m SW-F: Looked After Children: £0.59m SW-H: CAMHS (Child & Adolescent Mental Health Service): £0.21m	Additional funding will support the growing demand for supporting Looked After Children in the care of the Council, including those due to leave care as well as the growing demand for mental health services for children.
	Investment - Service improvement SW-G: In house foster care team: £0.15m SW-I: Special Guardianship Order (SGO) kinship carers: £0.05m SW-J: School uniform grant: £0.025m	Investment will help drive recruitment of in-house foster carers, who can often provide a better experience, for looked after children than independent foster care agencies, through better local knowledge, and greater likelihood of children remaining closer to their communities and same school. Proposals will also provide financial support for kinship carers and provide uniform grants, supporting vulnerable children, many of whom may be financially disadvantaged.

AI01	General efficiency and productivity review of the Libraries & Galleries operations.	Full EIA and consultation required if any significant changes to service result – to assess any potential impact on service users, particularly those with difficulties in accessing transport who are more likely to be elderly, those with young families, those with disabilities and the economically disadvantaged.
AI04	Negotiated planned increase in season ticket fees, following consultation with Bowls Clubs, to reduce the level of subsidy for this discretionary service.	Will impact on service users, who are predominantly older and male.
OP1	Introduce charging for Senior or Specialist Officer Attendance at Planning Pre-Application Advice	Impact expected to be minimal, with all service users expected to continue to receive a very good service. However, equality implications should be assessed to determine the potential impact of a differential service.
OP2	Introduce a new fee for offering a Fast Track or Premium Services for certain Planning Applications	Impact expected to be minimal, with all service users expected to continue to receive a very good service. However, equality implications should be assessed to determine the potential impact of a differential service.
CS02	ICT: Smart programme - a range of technology enabled initiatives to improve efficiency, productivity and the de-commissioning of obsolete products.	More use of technology will enable greater self-service and tailored services. However, impact will need to be assessed on those who find use of on-line access more difficult, notably the elderly and those with physical and learning disabilities. Alternative access and support to services for those unable to use on-line systems will need to be assessed and provided.
CS03	Comprehensive review of car parking fees and charges	Impact of changes to general parking charges will be felt by vehicle users from all equality groups, with potential differential impact on the less well off.
Investment CS-A: Highways Service Redesign: £0.725m		Facilitating increased enforcement, engineering expert capacity, climate change and sustainability ambitions will benefit the whole community, but particularly those more vulnerable to poor highways and climate change, including the elderly, those with disabilities, the less well-off and households with young children.

ES03	Creation of a Corporate Debt Collection Team - Phase 1 consolidation of staffing resources - Phase 2 improved collection rates across all debt streams, reduction in bad debts and write-offs	EIA required for staffing and any client impact, taking into consideration the vulnerability of those in debt, many of whom are socially and economically vulnerable, including those with dependent children and 16-24 year olds who have disproportionately higher levels of debt.
ES04	Rent Deposit Loans Scheme, review potential to move to a more targeted Grant Scheme - phase 1 review policy and eligibility criteria, move to grants and target support more effectively.	EIA required for any staffing restructure and review of impact of the eligibility criteria for a financially stretched client group with a younger (though aging) profile, those with children and higher numbers of those in part time or insecure employment.
ES06	Review all Discounts & Exemptions on Council Tax & Non Domestic Rates - phase 1 recruit 2 officers £80K (invest to save). Target reduction in number and value of eligible exemptions and discounts.	Assessment of equality implications may be required to determine potential impact of measures on claimants, including those on low income.
ES08	Better use of Email for communication. Improved efficiency and productivity by reducing reliance on hybrid mail.	The elderly and those with learning disabilities are disproportionately at risk of digital exclusion when compared to other age groups, which should be considered.
ES12	Explore the creation of expanding the enforcement remit of our internal Corporate Collections & Enforcement Team. This type of initiative has been successfully implemented in other Authorities.	EIA required to assess impact, positive and negative, on different groups, including those who are economically disadvantaged and/or vulnerable.
ES14	Extra income received for eligible services delivered to the Housing Revenue Account.	Impact to be assessed of any potential appropriate charging of certain services (eg ICT) as part of development of proposals.
Investment ES-C: Benefits Payments: £0.550m		Will support anticipated increase in eligible claimants resulting from the economic downturn, including those who are most economically disadvantaged and those subject to sudden changes in income and expenditure.

Theme ref.	2. Future Budget and Transformation Proposals (BTP)	Equality analysis
BTP-PJ01	Review of the Grounds Maintenance service	A full EIA will be required to accompanying any tendering process.

BTP – PJ02	Review the hours of operation and attendance profile at all Household Waste Recycling Centres.	A change of hours could limit the ability of some in using the service, with possible increased risk of more fly tipping which tends to impact on more deprived areas. A full EIA will be required.
BTP- PJ03	Comprehensive review of public toilet provision across the Borough, including new capital investment intentions, current condition surveys, usage levels, environment and social behaviour considerations and explore the potential for targeted charging for some services/facilities.	Users of public toilets tend to be disproportionately the elderly, those with young children, expectant mothers and those with disabilities who would most likely be impacted by any changes, either negatively from loss of provision or positively from enhanced provision. Full EIA required for any resulting change to service provision.
BTP- SW01	Review of all enforcement operations and arrangements.	Full EIA will be required in relation to staffing and, depending on the scale of the review, potentially the impact on residents. Community safety services affect all residents/visitors/businesses, but have a particular impact on those most vulnerable to crime and the fear of crime, including young adults, the elderly, those with disabilities and those in BAME groups, who are often more concentrated in particular parts of the borough.
BTP- SW03	Review of both the equipment and aids & adaptation services to explore if a more joined up, efficient and effective approach can be designed to deliver better outcomes and value for money.	Full EIA will be required to assess any impact both on staffing and services, particularly relating to a client group with disabilities and one that is generally elderly and predominately female.
BTP- CS01	Comprehensive review of the current arrangements for using assistive technology, telecare and other mainstream computerised devices.	Greater use of technology will enable people to access relevant information, advice and guidance and support assessment more themselves. Impact will need to be assessed on those who find use of on-line access more difficult, notably the elderly and those with physical and learning disabilities. Alternative access and support to services will need to be provided for those unable to use on-line systems.
BTP- ES01	Review of the Revenues and Benefits self-service platform for residents, together with a diagnostic of the workflow and relationship arrangements with the Corporate	Greater use of technology will enable people to access relevant information, advice and guidance and support assessment themselves. Impact will need to be assessed on those who find

	Customer Contact Centre.	use of on-line/self-serve access more difficult, notably the elderly and those with physical and learning disabilities. Alternative access and support to services will need to be provided for those unable to use on-line systems.
BTP-ES03	Develop a phased programme of comprehensive reviews of all staffing structures and delivery arrangements across all Council operations.	All staffing restructures will require an EIA.

Ref no.	3. Capital proposals	Equality Analysis
Main programme:		
C1	Footways Improvements (21/22 - £4,000,000, 22/23 to 25/26 - £2,500,000 pa)	Improved footways will result in better conditions for walking, helping younger people, the elderly and those without vehicles in particular and resulting in less trips and falls, which are disproportionately experienced by the elderly and those with disabilities. EIA required to assess full impact.
C2	Carriageways Improvements (21/22 - £1,000,000, 22/23 to 25/26 - £1,500,000 pa)	Will help enhance safety for all road users, aiding, in particular, people with a disability, children and parents with younger children and those who are disproportionately affected by damage to vehicles from poor quality roads. EIA required to assess full impact.
Schemes subject to viable business cases:		
C3	Footways improvements (21/22 - £3,000,000, 22/23 to 25/26 - £4,000,000 pa)	As for C2
C4	Carriageway improvements (21/22 to 25/26 - £2,000,000 pa)	As for C1
C5	Tree Planting	A greener environment can play an important part in enhancing mental health and mitigating the impact of air pollution and heating which disproportionately affects older people, those with chronic lung or heart conditions and those living in more deprived areas. The sensory needs of those with disabilities should be taken into

		consideration as part of implementation.
C6	Better Queensway – Housing and Commercial Property acquisitions <i>(£19,925,000 – profile across years to be determined)</i>	Supports the programme to transform the northern end of Southend town centre, with a new mixed tenure development of more, better quality housing, and outdoor space along with improved connectivity. Most current residents are under 40, around 10% have a disability and two thirds are in receipt of benefit. Existing residents will have the opportunity to return/remain in the area and to benefit from an improved quality of life through improved accommodation, public realm, access and provision.
C7	Better Queensway – Energy Centre <i>(£4,200,000 – profile across years to be determined)</i>	Will support more efficient heating provision, which can also assist in mitigating the impact of energy costs that disproportionately impact those on low income, people with children under 16, people with disabilities or suffering from a long-term illness and the elderly.
C8	Regeneration Pipeline Schemes	Will support greater provision of more affordable housing, assisting those on lower income or vulnerable and the regeneration of the borough, providing more employment opportunities for local people, including through apprenticeships.
C9	ICT Operational Requirements	Will support the Council's moves to enabling more flexible/agile working (Work-life) helping staff who may have a need for more flexible arrangements, such as managing a disability, a health condition or childcare.